

## Rights and responsibilities of doctoral students and doctoral students receiving wages from UI

Doctoral students at the University of Iceland are either exclusively students or temporarily employed on a scholarship grant alongside their studies. Students who are employed on a grant are defined as both students and employees with the professional title of *doctoral student*, in accordance with institutional contracts. Contracts of employment are based on the doctoral programme and the grant sum for the research the student has been employed to carry out. Doctoral students employed by UI are defined first and foremost as students, since their employment depends on their studies.

Doctoral students on a scholarship grant are employed on a temporary contract with UI and enjoy all employee benefits and rights in accordance with the collective wage agreement, UI regulations and law. Employment costs are paid from the part of the grant allocated to 'overhead costs'.

The table below lists various rights and benefits enjoyed by doctoral students depending on whether they are solely students or also UI employees. The rights of doctoral students employed by UI are mainly defined by the terms of the collective wage agreement.

Rights and benefits	Doctoral students and funded doctoral students without a contract of employment	Doctoral students with a contract of employment	Further explanation
Food and dining facilities	No, but students receive a discount in UI cafeterias if they present student ID.	Yes, the same discounts as UI staff are available upon presentation of a staff ID card. Meal allowance may be granted if the <a href="#">necessary conditions</a> are met.	The cost of food allowances is paid from the research grant overhead.
Educational sessions	Yes	Yes	The Graduate School offers educational sessions for doctoral students, in addition to sessions organised by the Division of Human Resources.
Trade union membership	No	Yes	Fees are paid from the doctoral student's wages to the union

			with collective bargaining authority.
Holiday fund, sickness fund, scholarship fund, vocational training fund, professional development fund	No	Yes	Doctoral students with a contract of employment are encouraged to explore their rights to access union funds.
Sick leave entitlement	No	Yes, in accordance with the collective wage agreement.	<p>Wages are paid during sick leave.</p> <p>As a general rule, the grant period will not be extended to compensate for periods of illness, although there may be exceptions depending on the terms of the grant – each case must be considered individually.</p> <p>For longer periods of illness, students must send a doctor's note to the academic supervisor and Payroll Office.</p>
Maternity/paternity leave and grants <sup>1</sup>	Maternity/paternity grant	Maternity/paternity leave	<p>Students employed by UI can apply to the Directorate of Labour for payments from the Maternity/Paternity Leave Fund. Students must ensure that all appropriate documents are submitted to the UI Payroll Office.</p> <p>Students not employed by UI can apply to the</p>

<sup>1</sup> Maternity/paternity leave is leave from paid employment after the birth of a child, the primary adoption of a child younger than eight, or taking a child younger than eight into permanent foster care. (Definition from <https://vinnumalastofnun.is/faedingarorlofssjodur/starfsmadur/rettur-til-faedingarorlofs> 22.05.2024)

			<p>Directorate of Labour for a maternity/paternity grant.</p> <p>Maternity/paternity leave does not automatically extend the grant period, although the specific terms of the grant may allow extension in these circumstances. Each case must be considered individually and permission sought from the grant provider.</p>
Transport grant	No	No	Doctoral students receive a student discount on bus travel with Strætó.
Computer/IT equipment	No	Yes	If the research grant allows computer purchasing, this is classed as an overhead cost. If not, the academic supervisor will help the student access the necessary equipment.
Workspace	Yes, in accordance with the standards and requirements for the quality of doctoral studies at UI	Yes, in accordance with the standards and requirements for the quality of doctoral studies at UI	Allocation of workspaces is determined by the manager of each unit.
Psychological support	Yes	Yes	All UI students can book sessions with psychologists at the UI Student Counselling Centre. Help is also available from MA social work students and the Student Psychology Clinic.
Assessment of work facilities by a physiotherapist	No	No	This is not a right stipulated by the

			collective wage agreement.
Paid holiday	No	Yes, in accordance with the relevant collective wage agreement	Doctoral students employed by UI organise holiday in consultation with the parties responsible for the doctoral project.  Holiday should be taken during the period of employment.
Annual influenza vaccine	No	No	This is not a right stipulated by the collective wage agreement.
Insurance	In accordance with the law, anyone who has been legally domiciled in Iceland for at least six months is covered by national health insurance. Students doing practical or vocational training in certified trades, healthcare and science subjects, or any other practical studies are insured against accidents in accordance with the National Accident Insurance Act no. 45/2015.	Yes	UI employees are insured against accidents at work and outside work and also have luggage and personal possessions insurance in connection with their work. The details depend on the collective wage agreement.  Please note that UI does not take out individual insurance policies – employees are insured as state employees in accordance with the law.
Access to the UI Gym	Yes	Yes	All UI students and staff can pay to access the UI Gym in accordance with a set tariff.
Voting rights in elections for rector	Yes, can vote as students	Yes, can vote as employees in accordance with FTE	